

## **EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY**

City National Bank takes affirmative action and provides equal employment opportunities to all applicants and career opportunities for employees without regard to their race, religion, color, sex (including pregnancy and gender identity and transgender or expression), national origin, age, disability, family medical history, genetic information, sexual orientation, parental status, marital status, protected veteran status, or any other classification prohibited by established law and affirmatively seeks to advance the principle of equal employment opportunity. All qualified applicants and employees will receive consideration for employment without regard to their disability or protected veteran status. We continually seek to recruit, hire, promote, train, motivate and maintain a workforce that reflects the rich diversity of the community in which we live and conduct business. These commitments must be exemplified in all of our management practices and decisions, including recruitment and hiring practices, appraisal systems, compensation benefits, promotions, training/career development programs and all other terms and conditions of employment.

In addition, in accordance with Title II of the Genetic Information Nondiscrimination Act of 2008 (“GINA”), applicants and employees of City National Bank will be protected from discrimination based on genetic information in all of our management practices and decisions, including recruitment and hiring practices, appraisal systems, compensation benefits, promotions, training/career development programs and all other terms and conditions of employment. City National Bank also complies with GINA employer restrictions on employers’ acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

The Bank takes Affirmative Action to insure that applicants and employees covered under Executive Order 11246 and/or the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, Section 503 of the Rehabilitation Act of 1973, are not discriminated against because of their race, religion, color, sex (including pregnancy and gender identity and transgender or expression), national origin, age, disability, family medical history, genetic information, sexual orientation, parental status, marital status, protected veteran status, or any other classification prohibited by established law and affirmatively seeks to advance the principle of equal employment opportunity. All qualified applicants and employees will receive consideration for employment without regard to their disability or protected veteran status. We continually seek to recruit, hire, promote, train, motivate and maintain a workforce that reflects the rich diversity of the community in which we live and conduct business. The Bank prohibits job discrimination and requires affirmative action in all of our management practices and decisions, including recruitment and hiring practices, appraisal systems, compensation benefits, promotions, training/career development programs and all other terms and conditions of employment for disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

City National Bank, maintains a written Affirmative Action Program (“AAP”), portions of which are made available to prospective employees and employees upon request. All employment actions will be analyzed to insure that this policy and the AAP are being properly implemented. City National Bank is determined to be in full compliance with the provisions of the law and the AAP.

Affirmative action is not preferential treatment, nor does it mean that unqualified persons are hired or promoted over other people. What affirmative action does mean is that positive steps must be taken to provide equal opportunity for those whom society may have discriminated against in the past and who may continue to suffer the effects of that discrimination.

In accordance with Title I and Title V of the Americans with Disabilities Act of 1990, as amended, as well as section 503 of the Rehabilitation Act of 1973, as amended, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the above Equal Employment Opportunity Policy and the Bank's AAP executed simultaneously reflects the Bank's attitude and its intention to:

1. Recruit, hire, train and promote for all job classifications without regard to their race, religion, color, sex (including pregnancy and gender identity and transgender or expression), national origin, age, disability, family medical history, genetic information, sexual orientation, parental status, marital status, protected veteran status, or any other classification prohibited by established law and affirmatively seeks to advance the principle of equal employment opportunity. All qualified applicants and employees will receive consideration for employment without regard to their disability or protected veteran status. We continually seek to recruit, hire, promote, train, motivate and maintain a workforce that reflects the rich diversity of the community in which we live and conduct business.
2. Base decisions on employment so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accordance with the principles of equal employment.
4. Provide affirmative action to employ and advance in employment qualified individuals in accordance with the principles of equal employment.

**All management and supervisory employees are expected to set an example for City National Bankers by intensifying our efforts on a continuing basis to attract and upgrade members of minority groups, women, qualified disabled individuals or qualified disabled veterans or Vietnam Era veterans for positions in all job categories and at all levels.**

**Responsibility for insuring compliance with this policy has been assigned to the Director of Human Resources, who serves as the Bank's Equal Employment Opportunity and Diversity Coordinator. Employees with questions or anyone who feels that he or she has been subjected to one of these forms of discrimination or retaliation must contact the Human Resource Director or a Human Resource Officer.**

**A complaint form is available for my use on Insite: MyHR/Employment/HR Forms/Employee Complaint Form or from the Employee Web Portal at <https://e24.ultipro.com>, under the Useful Links section and the Ethics Hotline for anonymous reporting [citynational.ethicspoint.com](http://citynational.ethicspoint.com) or Toll free number: 844-206-1734**

**City National Bank prohibits any form of retaliation against an employee or third party who files a complaint of discrimination, participates in an Office of Federal Contract Compliance Programs proceeding or otherwise opposes discrimination. Violators of this policy may be subject to disciplinary action up to and including termination of employment.**